

**Department of Veterans Affairs**  
**Equal Employment Opportunity data Posted Pursuant to the No FEAR Act:**  
**VA-Wide**

Complaint Activity 29 CFR §1614.704 (a), (b), and (c)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	2022 Q1 (10/1 - 12/31)
Number of Complaints Filed	2571	2813	2642	2807	2601	654
Number of Complainants	2568	2692	2514	2668	2478	652
Repeat Filers	92	109	124	123	112	2

Complaints by Basis 29 CFR §1614.704 (d)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	2022 Q1 (10/1 - 12/31)
Race	982	992	995	997	967	225
Color	128	139	119	115	104	23
Religion	98	105	79	73	66	40
Reprisal	1088	1209	1129	1243	1178	284
Sex	836	806	716	706	698	200
Pregnancy Discrimination Act	0	0	18	16	18	7
National Origin	210	249	238	221	213	51
Equal Pay Act	29	18	23	19	24	1
Age	720	644	632	643	618	131
Disability	902	1095	967	1066	954	256
GINA	7	3	6	5	3	2
Non-EEO basis	0	0	0	0	0	0

**Department of Veterans Affairs**  
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Complaints by Issue 29 CFR §1614.704 (e)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					2022 Q1 (10/1 - 12/31)
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	2017	2018	2019	2020	2021	
Appointment/Hire	70	93	64	83	55	12
Assignment of Duties	236	239	356	298	254	50
Awards	23	8	18	5	18	1
Conversion to Full-time	1	1	1	0	2	0
Disciplinary Action						
Demotion	15	19	27	25	24	3
Reprimand	74	123	127	128	115	26
Suspension	122	128	110	93	80	18
Removal	70	92	126	90	58	17
Warning	202	151	202	199	147	39
Duty Hours	68	77	98	112	77	22
Performance Evaluation/Appraisal	229	341	265	328	272	41
Examination/Test	1	2	1	2	0	0
Harassment						
Non-Sexual	1524	1631	1518	1760	1633	434
Sexual	110	112	88	83	86	21
Medical Examination	4	4	12	12	4	5
Pay (Including Overtime)	168	145	140	172	154	36
Promotion/Non-Selection	419	384	373	391	355	70
Reassignment						
Denied	22	27	16	20	23	4
Directed	106	227	100	258	187	47
Reasonable Accommodation Disability	301	391	355	427	331	87
Reinstatement	1	0	1	2	0	0
Religious Accommodation	9	10	6	6	6	13
Retirement	39	46	116	48	41	11
Sex-Stereotyping	0	0	0	0	0	0
Telework	20	32	36	77	89	11
Termination	166	249	192	291	280	58
Terms/Conditions of Employment	41	60	39	45	36	9
Time and Attendance	299	332	381	446	389	91
Training	74	71	100	85	60	18
Other*	363	155	0	160	143	27

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Processing Time 29 CFR §1614.704(f)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
The average length of time it has taken an agency to complete, respectively, investigation and final action for: Complaints pending (for any length of time) during fiscal year	2017	2018	2019	2020	2021	2022 Q1 (10/1 - 12/31)
Average number of days in investigation stage	139.9	149.6	135.9	126.2	123.5	118.8
Average number of days in final action stage	610.0	647.7	728.9	781.7	103	124.3
Complaints pending during fiscal year where hearing was requested						
Average number of days in investigation stage	222.6	192.6	190.7	195.0	187.4	196.7
Average number of days in final action stage	5	6	8	7	6.5	7.1
Complaints pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	223.8	211.6	206.7	202.3	198.2	183.5
Average number of days in final action stage	126	140	222	310	199.5	241.3

Complaints Dismissed by Agency 29 CFR §1614.704 (g)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	2022 Q1 (10/1 - 12/31)
Total Complaints Dismissed by Agency	424	496	574	572	595	120
Average days pending prior to dismissal	48.8	49.9	46.7	40.9	46.1	44.9

Complaints Withdrawn by Complainants 29 CFR §1614.704 (h)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	2022 Q1 (10/1 - 12/31)
Total Complaints Withdrawn by Complainants	208	208	174	188	197	41

Total Final Actions Finding Discrimination 29 CFR §1614.704 (i)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		2022 Q1 (10/1 - 12/31)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	36	100%	33	100%	56	100%	73	100%	65	100%	16	100%
Without Hearing	18	55%	18	55%	29	52%	36	49%	44	68%	5	31%
With Hearing	18	45%	15	45%	27	48%	37	51%	21	32%	11	69%

**Department of Veterans Affairs**  
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Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(1)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		2022 Q1 (10/1 - 12/31)	
	#	%	#	%	#	%	#	%	#	%	#	%
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>												
<b>Total Number Findings</b>	36	100%	33	100%	56	100%	73	100%	65	100%	16	100%
<b>Race</b>	6	17%	9	27%	6	11%	17	23%	5	8%	2	13%
<b>Color</b>	0	0%	0	0%	0	0%	2	3%	1	2%	2	13%
<b>Religion</b>	1	3%	1	3%	3	5%	3	4%	0	0%	0	0%
<b>Reprisal</b>	15	42%	6	18%	17	30%	31	42%	27	42%	7	44%
<b>Sex</b>	5	14%	10	30%	12	21%	15	20%	16	25%	6	38%
<b>Pregnancy Discrimination Act</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>National Origin</b>	0	0%	1	3%	2	4%	3	4%	1	2%	1	6%
<b>Equal Pay Act</b>	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
<b>Age</b>	2	6%	1	3%	1	2%	5	7%	3	5%	2	13%
<b>Disability</b>	13	36%	18	55%	25	45%	28	38%	24	37%	9	56%
<b>GINA</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Non-EEO</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(2)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2017		2018		2019		2020		2021		2022 Q1 (10/1 - 12/31)	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings Without Hearing</b>	18	100%	18	100%	29	100%	36	100%	44	100%	5	100%
<b>Race</b>	1	6%	1	6%	4	14%	5	14%	1	2%	1	20%
<b>Color</b>	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%
<b>Religion</b>	0	0%	1	6%	0	0%	2	5%	0	0%	0	0%
<b>Reprisal</b>	7	39%	2	11%	8	28%	14	39%	15	34%	3	60%
<b>Sex</b>	4	22%	4	22%	5	17%	7	19%	9	20%	1	20%
<b>Pregnancy Discrimination Act</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>National Origin</b>	0	0%	0	0%	2	7%	1	3%	1	2%	0	0%
<b>Equal Pay Act</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Age</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Disability</b>	7	39%	11	61%	14	48%	16	43%	21	48%	2	40%
<b>GINA</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Non-EEO</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Findings of Discrimination Rendered by Basis 29 CFR §1614.704 (j)(3)	Comparative Data (Sec. 1614.705) Previous Fiscal Year Data											
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.</i>	2017		2018		2019		2020		2021		2022 Q1 (10/1 - 12/31)	
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Findings After Hearing</b>	18	100%	15	100%	27	100%	37	100%	21	100%	11	100%
<b>Race</b>	5	28%	8	53%	2	7%	12	32%	4	19%	1	9%
<b>Color</b>	0	0%	0	0%	0	0%	0	0%	1	5%	2	18%
<b>Religion</b>	1	6%	0	0%	3	11%	1	3%	0	0%	0	0%
<b>Reprisal</b>	8	44%	4	27%	9	33%	17	46%	12	57%	4	36%
<b>Sex</b>	1	6%	6	40%	7	26%	8	22%	7	33%	5	45%
<b>Pregnancy Discrimination Act</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>National Origin</b>	0	0%	1	7%	0	0%	2	5%	0	0%	1	9%
<b>Equal Pay Act</b>	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
<b>Age</b>	2	11%	1	7%	1	4%	5	14%	3	14%	2	18%
<b>Disability</b>	6	33%	7	47%	11	41%	12	32%	3	14%	7	64%
<b>GINA</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Non-EEO</b>	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(1)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		2022 Q1 (10/1 - 12/31)	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	36	100%	33	100%	56	100%	73	100%	65	100%	16	100%
Appointment/Hire	1	3%	0	0%	0	0%	1	1%	0	0%	0	0%
Assignment of Duties	2	6%	0	0%	1	2%	5	7%	1	2%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	1	3%	0	0%	0	0%	0	0%	1	2%	0	0%
Suspension	0	0%	0	0%	0	0%	4	5%	0	0%	0	0%
Removal	2	6%	0	0%	1	2%	3	4%	1	2%	2	13%
Warning	0	0%	0	0%	0	0%	7	9%	1	2%	0	0%
Duty Hours	1	3%	0	0%	0	0%	2	3%	0	0%	0	0%
Evaluation Appraisal	1	3%	0	0%	3	5%	7	9%	3	5%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	4	11%	12	36%	13	23%	21	28%	15	23%	6	38%
Sexual	3	8%	2	6%	6	11%	6	8%	8	12%	2	13%
Medical Examination	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%
Pay (Including Overtime)	0	0%	1	3%	2	4%	1	1%	4	6%	0	0%
Promotion/Non-Selection	6	17%	5	15%	5	9%	16	22%	11	17%	1	6%
Reassignment												
Denied	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%
Directed	3	8%	1	3%	4	7%	3	4%	1	2%	1	6%
Reasonable Accommodation	9	25%	9	27%	15	27%	11	15%	16	25%	5	31%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	5	14%	1	3%	3	5%	2	3%	4	6%	3	19%
Terms/Conditions of Employment	2	6%	0	0%	3	5%	2	3%	0	0%	0	0%
Time and Attendance	0	0%	1	3%	3	5%	1	1%	4	6%	2	13%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	4	11%	8	24%	14	25%	20	27%	10	15%	3	19%

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Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(2)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		2022 Q1 (10/1 - 12/31)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing	18	100%	18	100%	29	100%	36	100%	44	100%	5	100%
Appointment/Hire	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Assignment of Duties	2	11%	0	0%	1	3%	1	3%	0	0%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%
Suspension	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Removal	1	6%	0	0%	1	3%	2	5%	0	0%	0	0%
Warning	0	0%	0	0%	0	0%	2	5%	1	2%	0	0%
Duty Hours	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%
Evaluation Appraisal	1	6%	0	0%	3	10%	2	5%	1	2%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	1	6%	3	17%	6	21%	6	16%	4	9%	2	40%
Sexual	2	11%	1	6%	4	14%	6	16%	6	14%	1	20%
Medical Examination	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Pay (Including Overtime)	0	0%	1	6%	0	0%	0	0%	1	2%	0	0%
Promotion/Non-Selection	2	11%	1	6%	2	7%	6	16%	7	16%	0	0%
Reassignment												
Denied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Directed	1	6%	0	0%	3	10%	0	0%	0	0%	0	0%
Reasonable Accommodation	6	33%	7	39%	11	38%	7	19%	14	32%	1	20%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	2	11%	0	0%	1	3%	2	5%	0	0%	0	0%
Terms/Conditions of Employment	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Time and Attendance	0	0%	1	6%	2	7%	0	0%	2	5%	1	20%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	4	22%	6	33%	8	28%	10	28%	9	20%	2	40%

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Findings of Discrimination Rendered by Issue 29 CFR §1614.704 (k)(3)	Comparative Data (Sec. 1614.705)											
	Previous Fiscal Year Data											
	2017		2018		2019		2020		2021		2022 Q1 (10/1 - 12/31)	
	#	%	#	%	#	%	#	%	#	%	#	%
Findings After Hearing	18	100%	15	100%	27	100%	37	100%	21	100%	11	100%
Appointment/Hire	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Assignment of Duties	0	0%	0	0%	0	0%	4	11%	1	5%	0	0%
Awards	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Conversion to Full-time	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%
Disciplinary Action												
Demotion	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Reprimand	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Suspension	0	0%	0	0%	0	0%	3	8%	0	0%	0	0%
Removal	1	6%	0	0%	0	0%	1	3%	1	5%	2	18%
Warning	0	0%	0	0%	0	0%	5	14%	0	0%	0	0%
Duty Hours	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%
Evaluation Appraisal	1	6%	0	0%	0	0%	5	14%	2	10%	0	0%
Examination/Test	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Harassment												
Non-Sexual	3	17%	9	60%	7	26%	15	41%	11	52%	4	36%
Sexual	1	6%	1	7%	2	7%	0	0%	2	10%	1	9%
Medical Examination	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Pay (Including Overtime)	0	0%	0	0%	2	7%	1	3%	3	14%	0	0%
Promotion/Non-Selection	4	22%	4	27%	3	11%	10	27%	4	19%	1	9%
Reassignment												
Denied	0	0%	0	0%	0	0%	2	5%	0	0%	0	0%
Directed	2	11%	1	7%	1	4%	3	8%	1	5%	1	9%
Reasonable Accommodation	3	17%	2	13%	4	15%	4	11%	2	10%	4	36%
Reinstatement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Religious Accommodation	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Retirement	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Sex-Stereotyping	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Telework	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Termination	3	17%	1	7%	2	7%	0	0%	4	19%	3	27%
Terms/Conditions of Employment	2	11%	0	0%	2	7%	2	5%	0	0%	0	0%
Time and Attendance	0	0%	0	0%	1	4%	1	3%	2	10%	1	9%
Training	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Other	0	0%	2	13%	6	22%	10	27%	1	5%	1	9%



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Pending Complaints Filed in Previous Fiscal Years by Status CFR §1614.704 (l)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	2022 Q1 (10/1 - 12/31)
Total complaints from previous Fiscal Years	3647	4332	4562	4458	3680	5166
Total Complainants	3146	3734	3955	3878	3255	4502
Number complaints pending						
Investigation	14	8	24	16	3	361
ROI issued, pending Complainant's action	18	18	11	17	8	189
Hearing	2979	3286	3236	2934	2523	3114
Final Action	153	444	714	731	468	710
Appeal with EEOC Office of Federal Operations	480	574	576	759	678	792

Complaint Investigations 29 CFR §1614.704 (m)	Comparative Data (Sec. 1614.705)					
	Previous Fiscal Year Data					
	2017	2018	2019	2020	2021	2022 Q1 (10/1 - 12/31)
Pending Complaints Where Investigations Exceeds Required Time Frames	80	144	97	52	43	36